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"IF THE WOMEN WILL STEP IN"

The Common Cause

OF HUMANITY.

The Organ of the National Union of Women's Suffrage Societies.

LAW-ABIDING.] ***Societies and Branches in the Union 524.*** [NON-PARTY.

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CONTENTS.

	PAGE
Notes and News	297
In Parliament	298
The Extension of Women's Work Since the War. III.—The Thorny Question of Women's Wages	299
Book Reviews	300
Correspondence	300
"If the Women Will Step In"	302
Girls' Work on Khaki. By A. Holmes	303
Plum Picking. By V. Somerville	304
A Children's Guest House. By L. Keyser Yates	304

Notes and News.

The Budget.

The Budget overshadows the domestic news of this week, and its provisions will overshadow the lives of all the people of Great Britain for the future. But it is a shadow that has long been cast by the war, and it will have to be endured. We may regret the ways in which it falls upon some homes, and wish that it fell more heavily here, less heavily there, but, as a nation, we are fully ready to accept it and to drop, even from the columns of our newspapers, all our impassioned views upon the tariff. The financial burden of the war is a heavy one, but it is as nothing to the physical and spiritual burden, and the calm cheerfulness with which it is accepted shows the temper of the nation.

The Great Sum Paid for Our Freedom.

The figures of our expenditure and of our debts are almost fantastically large, and to the ordinary mind a thousand million is an unthinkable sum. Yet it is for totals of this size that the ordinary pocket has to be taxed, and it is inevitable that the taxes should be extraordinary. The income tax increase was inevitable and expected, so were several of the other taxes, such as those on tobacco and petrol, but there are some which, though equally unexpected were not quite so inevitable. Tea, coffee, and cocoa are all imported, and are probably luxuries, and the tax upon them is supported by strong arguments, but it seems hard that these things, which are the women's equivalent of beer and spirits should bear a burden that the other and more dangerous luxuries escape. Drinks have been a trial to the Exchequer from all time, and we can sympathize with Mr. McKenna in selecting only the easier and the quieter beverages for war taxation, and yet we cannot but say that it is hard.

War Profits.

The taxation of war profits is a tax that everyone will welcome; but what are war profits? Surely it is a little short-sighted to tax all increased profits, including those of our export trade, as if they were war profits. The ultimate prosperity of England, even perhaps the triumph of our arms, depends upon the maintenance of our export trade, and while we rightly tax imported luxuries we cannot tax imported necessaries, and therefore it seems dangerous to tax the exports with which we must pay for them. On the other hand, there seems no reason why real war profits, such as those of Government contractors, should not be paid entirely over to the State, and we cannot but feel that it might have been possible to tax real war profits up to 100 per cent., and to spare from new taxation the profits of our export trade.

The Naval and Military Pensions Bill.

The whole Bill is a matter of machinery, but the points at issue are, none the less, important, since upon the efficiency of the machinery the comfort of thousands will depend. No one supposes that the postponement of the Bill was due to any desire to escape from the payment of pensions, and we are glad to believe that it will now be definitely put on record that if voluntary funds are insufficient for the additional grants and allowances, the Government will find the necessary money. We hope that before Parliament has finished with the Bill the points at issue will be as clearly and definitely settled, but we cannot help regretting that the representation of women on the committees is likely to remain in the proportion of "some women" to the whole Committee.

"The Inevitable Revolution" in Turkey.

According to an article which recently appeared in the Constantinople paper, *Turan*, on the work which Turkish women are doing in war-time, it appears that Turkey is beginning to realise that the women of the country, who are now doing splendid work, might well have been regarded a little more in the past. The writer states that he thinks they will soon be able to do their work as well as the women of other countries. "If we do not wish to delay the inevitable revolution in our social life," says the article, in conclusion, "we must not let this opportunity pass. We have to help women in every way, together with them we must progress; true social well-being rests with this."

German Women and Labour Shortage.

In an article in the German paper *Die Frauenfrage*, it is urged that there should be more openings for women in industry. "There is at present," it quotes from the *Tägliche Rundschau*, "a great scarcity of male labour and a great deal of women's work to be had. Thousands of labourers are urgently wanted and cannot be obtained, while thousands of women-workers are unemployed and need allowances and other help. It seems, therefore, very necessary that women's labour should take the place of men's even more than hitherto. Through the Berlin Central Employment Agency many posts formerly held by men are now filled by women." Employers, the article states, should, in their own and in the public interest, employ women labour wherever possible; while *Die Frauenfrage* urges that these new openings shall be permanent and not merely temporary.

Where the Educated Woman-Worker Stepped In.

"A munition factory has been started at Coventry which is unique," says a writer in the *Birmingham Daily Post*, "for it employs women only, and the number of women is only limited by the number of machines available for their use. The firm feel that, by proving it is practicable for a factory of this sort to be worked successfully by women they have made a real contribution to the solution of the pressing difficulty of increasing the supply of shells, and their hope is that their

example will be widely followed by other towns." It is matter of interest that the workers are all of a well-educated type, and their employers were astonished to find how rapidly they learn the work. "You find them every now and then hitting upon some plan for doing the work more efficiently that you only see the experienced mechanic doing," reported the supervisor. "Moreover, I don't think a single error has been made yet." They are engaged in turning out shells, working in two shifts—from 9 a.m to 1 p.m., and from 2 p.m to 6 p.m.

Waiting only for the Machinery.

The work is only limited by the need of machinery. The firm is experiencing the difficulty that affects all munition producers. And here they have a suggestion to make. "If the Government, instead of concentrating so much upon what they are doing now and putting down so-called arsenals for the manufacture of shells, were to put down big factories for making shell-producing machines, it would have an immense effect on the output. With one or two men to direct the operations of the women, the Government could get all the shells they want. They would get millions. . . . If anyone is prepared to follow my example I am prepared to show him that women can make these things and make them properly."

"Odd Job" Classes.

Last year the London County Council started classes at ten of the women's institutes for teaching women how to do the odd jobs about a house which their husbands are generally supposed to do. The classes proved such a success that they are being formed all over London this autumn. A fee of 2s. is charged for the course, though some women are allowed to attend free, if they cannot afford even this sum. Fitting washers to taps, stopping escapes of gas, cleaning gas fittings, painting, varnishing, and French polishing are among the arts taught, and even recharging electric batteries, and repairing locks and door-fastenings. Nearly 200 women followed the classes last year; this year, wherever twelve students present themselves, a class will be opened at the end of September, if applications are made in the course of this week.

"War Work."

In the poorer parishes of London there is a great danger that the girls' clubs and other organisations, which are needed more than ever now in war-time, may have to close down for lack of workers. There used to be hundreds of volunteers for this social service, every autumn; now, the voluntary workers all seem to have found something else to do; they are nursing in hospitals, or busy with Red Cross work, or making shells. The appeal of the London Society (on p. 306) comes just at the right moment to remind us of the claims of working girls, and of the special need in war-time for the clubs that provide recreation and fresh interests, and, more important still, give the members a sense of *esprit de corps*.

In Parliament.

House of Lords.

Thursday, September 16th.

Naval and Military Pensions Bill.

The Naval and Military Pensions Bill, the debate on the second reading having been adjourned at the end of July, was read a second time, and discussed again on September 23rd.

House of Commons, *Tuesday, September 14th.*

Female Alien Enemies.

In reply to Mr. King, Sir John Simon (Secretary of State for the Home Department) stated that from May 14th to September 10th inclusive, 4,640 female alien enemies over the age of eighteen, and 2,924 children under the age of eighteen had left the United Kingdom. Up to September 13th 3,176 female alien enemies had been officially notified that their applications for exempton from repatriation had been granted. No women had been interned as prisoners of war, and arrangements had been made by which, on application being made, property in this country belonging to an alien enemy, who is returning to her own country, can be placed in the custody of the Public Trustee.

Wednesday, September 15th.

The Need for Women Munition Makers.

The Prime Minister, in the course of his speech proposing a Supplementary Vote of Credit, referred to the munition factories now in course of construction. All that was now needed in order to develop and complete the great and necessary work of supplying munitions was an adequate supply of labour—of unskilled labour in even larger numbers than skilled labour.

"And let me say," Mr. Asquith continued, "that there is no field of what is called national service in which at this moment women can do more to help. There are thousands and tens of thousands of men who would be willing to undertake the work, but who cannot, in the national interest, leave their present jobs. But if the women will step in, and if, as I hope and believe will be the case, no hindrance is put in their way, either by the employers or by the men, we ought to make, and I believe we shall make, a gigantic and at the same time rapid stride in the solution of one of our most pressing problems."

Thursday, September 16th.

Commandeering Schools.

Mr. Herbert Lewis (Parliamentary Secretary to the Board of Education), in reply to a question by Mr. King, said that from the beginning of the war till the end of last month 1,023 elementary schools had been occupied for military purposes. At the end of last month 169 were still in occupation, 92 of which were in use as hospitals. The number of children displaced was 109,335, for all of whom some other provision was made. Eighty-eight secondary schools had been similarly occupied (including some partly occupied)—33 were in occupation at the end of last month, 22 of these as hospitals. Other provision was made for all the pupils displaced.

Female Nurses for Asylums.

Mr. Peto (Devizes, U.) asked the President of the Local Government Board whether his attention had been called to the question of female nurses in charge of male insane patients; whether this employment had been adopted by some asylum authorities, and was approved by the Board of Control, and whether he would take into consideration the protest of the National Asylum Workers' Union in respect of it.

Mr. Brace (S. Glamorgan, Lab.), in reply, said that for many years women had been employed in some asylums in nursing male patients who were not dangerous or otherwise unfitted for female care, and, provided precautions were taken, the practice was approved by the Board of Control, who had found its results satisfactory. Since the outbreak of the war, in consequence of the difficulty of obtaining suitable male substitutes to replace attendants who had joined the forces, there had been some extension of the practice, but in every case within proper limits and without any harmful results. Careful consideration had been given to the representations of the National Asylum of Workers' Union, but the Secretary of State regretted he was unable to comply with their request that he should ask asylum authorities to discontinue the practice.

Tuesday, September 21st.

Third War Budget.

The Chancellor of the Exchequer (Mr. McKenna) presented the third War Budget, the following being the principal proposals brought forward:—

Income-tax raised by 40 per cent.

Supertax increased on incomes over £8,000.

A special tax of 50 per cent. on war profits.

Duties on tea, tobacco, cocoa, coffee, chicory, and dried fruits raised by 50 per cent., and on motor-spirit and patent medicines by 100 per cent.

A new *ad valorem* duty of 33⅓ per cent. on imported motor-cars, motor-cycles, cinema films, clocks, watches, musical instruments, plate glass, and hats.

Abolition of half-penny postage and sixpenny telegrams; an increase in letter, parcels, telegraphic, and telephonic charges.

The Employment of Women.

Mr. Runciman (Dewsbury, L.), replying to Sir C. Kinloch-Cooke (Devonport, U.), said that the total number of women whose names had been entered on the War Service Register up to September 10th was 110,714. This, however, included a large number whose offers of service were ineffective for various reasons, and the total number of effective entries on September 10th was 59,214. Employment had been found for 5,511 of those registered. In addition, to these, employment had been found for, roughly, 145,000 women from the ordinary register.

The Extension of Women's Work Since the War.

III.—THE THORNY QUESTION OF WOMEN'S WAGES.

EQUAL PAY FOR EQUAL WORK.

The principle of equal pay for equal work, for all its obvious justice, is by no means easy to put into practice. As a matter of fact, women, at present, rarely do exactly the same work as men, and the differences put forward as a reason for paying a woman less than the man she has replaced, are not always arranged merely through masculine perversity, as an excuse for giving the woman a lower status. It must be remembered that quite inexperienced women are frequently replacing men who have been at a job for some years. The tendency, therefore, is to readjust the work so as to throw the heavier and more responsible share upon the men who remain, and give to the women the lighter and easier tasks; and it is difficult to see how this can be avoided. Even if training is given before girls enter upon their new work, a period of learning in a school—such as has now been provided for girl grocers' assistants—is not equivalent to actual experience, though if organised on practical lines it is extremely helpful.

Still, when all these things are taken into consideration, the fact remains that the difference between the wages paid to men and women doing approximately the same work is frequently quite out of proportion to the differences in the duties which fall to their share. "Roughly," says the British Association's Report, "women receive 50 per cent. to 75 per cent. of the wages paid to men in similar occupations." One can scarcely believe that, except in work requiring a great amount of physical strength, a woman is only capable of performing half to three-quarters of the amount performed by a man. The same rule of giving the girl less pay than the youth applies very often to light work to which both alike are novices, although, as the Report points out, "it is often remarked by employers that girls are found generally more efficient, careful, and conscientious than boys, and, apart from work entailing physical strain, such as the carrying of heavy parcels, are much to be preferred to them." Errand-girls and lift-girls are often paid less than a boy would receive, while in certain railway offices girls of sixteen and seventeen are receiving several shillings less than lads of the same age. In other railway offices, however, boys and girls of sixteen and seventeen are paid the same, though the older women receive less than men of the same age. On one railway the junior girl-clerks, up to nineteen years of age, actually receive more than the youths; but, on the other hand, the women never receive more than 22s., while the men may hope to rise to 34s. 6d.

FAIR WAGES CLAUSE IN GOVERNMENT CONTRACTS.

The Report (page 16) points out that:

"It is too generally assumed that the Fair Wages Clause, included in all Government contract agreements, sufficiently safeguards the standard of wages paid to women on Government work, and secures to them a fair wage. This, however, is not necessarily the case. The Fair Wages Clause is framed apparently on the assumption that, in the trades to which it applies, standard recognised rates of pay can readily be ascertained. In the same trade, however, very considerable diversities in methods of work and division of processes often exist which render the fixing of rates an extremely technical and complicated matter, necessitating the existence of highly organised machinery representative both of employers and workpeople. These necessary conditions are to be found least of all in those trades which employ large numbers of comparatively unskilled women workers, and in such trades the Fair Wages Clause, save in the most flagrant cases, is in consequence practically inoperative.

"Certain of the worst-paid women's trades in which very large contracts have been placed since the war, *e.g.*, tailoring, shirt-making, and food trades, are scheduled under the Trade Boards Act, and though the results of this Act have been very considerable in raising the standard of piece-work rates in those trades, the securing of 'fair' wages to *all* workers concerned is outside the powers of the Act. The Act can only secure that the piece-work rates paid are such as yield to an 'average' worker not less than a certain fixed time rate. Adult women who, since the war, have transferred temporarily from depressed trades to those which are booming, are often, for the purposes of the Act, classed as 'learners,' and employers need only pay them according to the learners' scale of wages, *e.g.*, a woman over 21 years of age who before the war earned 15s. per week as a bookbinder, transferred in December last from her own trade, which was slack, to tailoring, in which there was a great demand for women's labour. She was engaged in a process of 'finishing' known as 'cleaning'—an unskilled process in which the necessary rapidity could be attained in about two days. In this work an ordinary worker should have been paid for a 55-hour week at least 14s. 10½d. Her employer, however, obtained a learner's certificate in respect of her from the office of Trade Boards, and after paying her on the learner's scale, *i.e.*, 7s. 5½. per week, for eleven weeks, dismissed her as the volume of Government orders had decreased, and she was no longer needed. In another case, a Government contractor sub-contracted a large proportion of his contracts to small workshops at a rate which made it impossible for the sub-contractors to pay fair rates to their workpeople. Under the Trade Boards Act, it was impossible to prosecute the contractor. These two cases are typical of many."

WOMEN IN GOVERNMENT DEPARTMENTS AND BANKS.

Dealing with the clerical work in which women are now replacing men, the Report states that:—

"Since the war women have replaced men in several Government Departments, but precise information is very difficult to state, for in many of the offices duties have been so re-arranged that the responsible work has been divided amongst the senior members of the permanent staff—or by promotion—and women have only been taken on in the lower grades of the work. The proportion of enlistments, especially amongst the lower grades and in the Post Office, has been heavy—20 per cent. up to the middle of February—and places had up to February been filled by men and women up to four-fifths of those who have left. Much of the work of the higher branches is very technical, and requires considerable experiences as well as judgment, and it has been difficult in these branches to discover substitutes, with the result that enlistment in them has been discouraged from the beginning. . . . It was hoped that sufficient women could be obtained at the Treasury scale, but this has not proved to be the case, and there has been a distinct shortage of capable women willing to enter Government rather than private employment at the rates laid down."

In banks, the remuneration for women is generally lower than for men doing the same work, and, indeed, "so low have been the salaries offered to women by two well-known banks that employment bureaux have, in some cases, refused to send them applicants. . . . Girls of seventeen (mostly of the secondary-school standard of education) generally begin at 17s. 6d. a week, rising to 20s.; more experienced women may begin at 25s. or even 35s., but one investigator failed to find one woman earning more than £175 per annum."

Yet many employers admit that "generally women are most satisfactory in the simpler branches," in which "they appear to compare favourably with men, and are often superior to youths." In a few instances, where they have been given more responsible positions, they have filled them successfully, but they are seldom given a chance of showing what they can do in the higher branches. The salaries offered by banks do not, as a rule, tempt a capable, experienced woman, and managers, for the most part, draw their conclusions as to women's capacity for responsible posts, either from the work of young girls or of middle-aged women, who are sometimes not clerks at all but governesses, or women of other professions thrown out of work by the war. They are, therefore, confirmed in their preconceived idea that women are only fit for the junior posts. Were salaries of £2, £3, or £4 a week offered, women capable of filling higher positions would, no doubt, be forthcoming; but though the women who ask 35s. are, according to the Report, "in almost every case extremely good workers and well trained, whereas the man who asks 35s. is often indifferent," they rarely combine experience with the qualities which go to make, for instance, a successful bank manager.

In Government departments, too, and under various local authorities, where women have been taken on since the war, it has usually been at too low a salary to attract the type of woman who has the necessary qualifications for a responsible position. Yet, so strong is men's instinct to class all women together that the senior official, like the bank manager, gauges "women's" capacity to fill higher posts in the Civil Service by the characteristics of girls engaged at a low salary for simple tasks. It does not seem to occur to him—perhaps he will not let it occur to him—that just as the University man differs from the lower grade of male clerks, so the woman with a similar education may show a different set of qualities from the girl-typist. University women are even expected to seek for Government work through the Labour Exchange—a thing which would be considered so *infra dig.* for a man of the same standing as to be altogether out of the question.

The fact is, that excepting one or two favoured professions, such as medicine, the status of the woman-worker is lower than that of the man, who, in his jealousy of sex prestige, often fails to see that his true interest lies in bettering her condition in order that she may not act as a blackleg. It is argued that women want less, though a large proportion of women-workers have dependents, and this is made an excuse not only for paying the adult woman less than a man, who may reasonably be expected to be married, but for paying a girl less than a youth. Then, again, the woman usually *asks* less to start with, and is more timid about demanding a rise. A very great deal remains to be done in the way of organising women and raising both their idea of their own value and their standard of efficiency.

[*Previous articles dealing with the British Association's Draft Interim Report appeared in* THE COMMON CAUSE *of September 10th and 17th.*]

Book Reviews.

The Balkans, Italy, and the Adriatic (with two Maps), by R. W. Seton-Watson. (London. Nisbet & Co., Ltd. 1s. net.)

Put in the briefest outline, this little book explains the real importance of Serbia, our ally in the present war; the justice of the Bulgarian claim to part of Macedonia retained by Serbia after the Second Balkan War; and the nature of the compensation which should be offered to Serbia (who seized this piece of Macedonia as indemnity at Bulgaria's expense for the "window on the Adriatic" denied her by Austria). But the most important part of the work is a suggested solution not only of Serbian compensation questions, but of the Southern Slav Question *as a whole*. A glance at the maps shows the country north and west of the present Serbia, stretching up to the gates of Trieste, and bounded on the north by the river Drave is territory inhabited by various Slav or Slovene races, ruled likewise by Austria, who, for her own purposes, has done her best to keep them divided, and to keep them illiterate. Yet even now, after years of artificially promoted discord, the sense of unity is strong among them, and they feel themselves to be essentially one people. They also know that Austria's interests are not theirs; they live in chronic unrest.

"Since the beginning of the world, a sound instinct has prompted every warrior to aim at his enemy's most vulnerable part, and in the present war our surest means of defeating Germany is to crush Turkey and overwhelm Austria-Hungary, thus detaching from Germany those 35,000,000 Slavs and Latins who are dragged unwillingly at the heels of the Central Powers." For the future peace of Europe, after the war, a piece of essential constructive work will be to solve the Southern Slav Question, by seeing that Croatia-Slavonia-Dalmatia, with Bosnia-Herzegovina and some outlying portions of Southern Austria, "should be united by liberation, and a voluntary union of these States with Serbia in one State of Jugoslavia under a Karageorgevich dynasty, with a central parliament." Such a united Slav State would be a strong factor, making for permanent peace.

Serbia single-handed has already held the gates of the East against the Austro-German onrush, exactly as Belgium held the gate in the West. "But for Serbia, German armies would have joined the Turks . . . have raised Syria, Palestine, perhaps Arabia . . . but for Serbia the Bulgarians would have no choice but to join the Central Powers. . . . Serbia is the chief obstacle to plans of political predominance from Berlin to Bagdad, which lie at the back of the German mind in this world-war", as the desire to seize and control the outlets of the Rhine, the Maas, and the Scheldt, dictated the rush on the Western front. Serbia, like Belgium, has blocked the way. Isolated as she has been, she has done so much. If she had stood, not alone, but united with the kindred Slavs, from which not all the power of Austrian intrigue and oppression can estrange her, she might have prevented the outbreak of war. The State of Jugoslavia, Dr. Seton-Watson declares, would prevent war in future. But it would be essential to the new State to possess Dalmatia, the outlet upon the Adriatic, with certain concessions to safeguard Italy. And it should be the duty of the Allies to see that no pretensions are put forward by Italy to what is really Slav territory on the Dalmatian coast. Dr. Seton-Watson's book is indispensable to students of international relations, and the best methods of securing a permanent peace.

Roumania and the Great War, by R. W. Seton-Watson. (London. Constable. 2s. net.)

When war broke out in August, 1914, the late King Charles of Roumania summoned a Crown Council, and urged the necessity of war with Russia to support the cause of their Austrian ally. King Charles (a Hohenzollern by birth) had had the foreign policy of the kingdom so entirely in his own hands for so many years, that most of the members of the Council had never even seen the text of a secret convention, pledging Roumania to this effect. The discussion was brief. Finding himself in a minority of one, the King yielded to the inevitable, saying, "Gentlemen, you cannot imagine how bitter it is to find oneself isolated in a country of which one is not a native." A private inquiry afterwards instituted among the officers of the army by the King gave the result—in favour of war with Russia, 110; against war, 6,000. Roumania remained neutral.

Roumania's subsequent hesitations to take part in a conflict which vitally affects her interests are due partly, Dr. Seton-Watson says, to doubt of Bulgaria, who still bitterly remembers and resents the seizure of Silistria, the Roumanian raid, the ravaged, undefended homesteads of northern Bulgaria; partly also to unfounded misgivings about the policy of Great Britain, which the Magyar press does its utmost to exasperate. The very complex issues, and the long-standing serious grievances of Roumania against Austro-Hungary and Magyar rule in Transylvania are given very fully, from the point of view (to some extent) of an apologist for Roumania, who, however, is not blind to the Roumanian foible for preferring to get what she wants without fighting for it. E. M. G.

What Women Want. An Interpretation of the Feminist Movement. Beatrice Forbes-Robertson Hale. (F. A. Stokes, New York. $1.25. 307 pp.)

Field Hospital and Flying Column. Violetta Thurstan. (Putnam. 2s. 6d. net. 184 pp.)

"Democracy is the mother of Feminism." "Feminism is that part of the progress of democratic freedom which applies to women." These two statements may be taken as the foundation of Mrs. Hale's study of the Feminist Movement. On them she has based a comprehensive survey of "What Women Want"—"want" being used "not only in the sense of desire, but in its original meaning, which signifies need." The logical sequence of events which has led to the Woman's Movement of to-day is shown by a short account of the position of women in the past. The history of the progress of women during the last century is treated in greater detail. Mrs. Hale divides the movement into three periods. "Its birth was in the ideal of individual liberty; its adolescence endeavoured to translate that ideal into accepted practice; its maturity is recognising that the future of democracy lies not in individualism but in collectivism, not in the demand for freedom but in the demand for happiness."

An interesting passage is that which deals with the formation and work of women's clubs in America. The influence which these clubs are already exercising, not only on their members, but on the community at large, is an earnest of future good.

Mrs. Hale devotes several chapters to the Suffrage movement, and to the fortunes which have attended it in various countries. In her chapter on Militancy she does not attempt to pass judgment on the methods employed, but tries rather to discover the underlying spirit of the movement. Her discussion of the position of the Anti-suffragists is illuminating. She considers that the English anti is less thorough than the American. "She accepts whatever good has fallen to her lot, but fears the infliction of further benefits." The attitude of the American anti is based on class prejudices and a denial of democracy. The "complete anti," who would refuse to enjoy the advantages which the Feminist Movement has already won for her, is extinct in both countries.

Mrs. Hale treats also of the wider issues of the woman's movement. She discusses the point of view of the average man, and the reasons for his opposition to feminism, and deals with women in relation to the arts and to industry, and with the influence of the woman's movement on the home and the care of the child.

Her book may be recommended as a clear and logical exposition of these subjects, and it should be widely read.

Mrs. Hale believes that the tools with which women must work are strength, knowledge, and love. In "Field Hospital and Flying Column" we find the record of work which one woman has done with the aid of all three.

Miss Thurstan went to Belgium in the early days of August, 1914. She nursed the wounded at Charleroi and at Brussels, lived through two months of the German occupation, was sent through Germany as a prisoner, and was finally released on the Danish border. She then made her way through Sweden to Russia, and worked, first, in a hospital at Warsaw, and later, in many places and under the most varied conditions, with a flying column at the front. She was in Lodz during the bombardment, and paid a visit by moonlight to the front-line trenches near Radzivilow. Her book records these adventures and many others, and it is well worth reading. It is written with the greatest possible simplicity and naturalness of tone, with a total absence of the desire to make much of her own feats, with a happy sense of humour which must have helped to carry her through many a trying experience, with a freshness and spontaniety that carries conviction. We get many sidelights on the effects of war in Belgium and Russia, and are brought close to the realities of work in hospital and on the field.

The book was written during an "enforced holiday" caused by an attack of pleurisy and a shrapnel wound. It is typical of the author's spirit that she could produce such an excellent piece of work under such conditions.

M. M. McA.

Correspondence.

THE "ASQUITH" RESOLUTION.

Madam,—I cordially agree with Mrs. Swanwick in her view that the "Asquith" resolution, adopted by our Council in February, was not a party resolution. Mr. Asquith spoke at Dublin and elsewhere since the war began, not as the leader of a party, but on behalf of a united nation. I do not, however, agree with her that unless we were prepared to undertake an actual propaganda in support of her resolution, we ought to rescind it. To rescind such a resolution would be most misleading and befogging. There is nothing surely very mysterious in expressing certain views in general outline on the enormously important subject of the sort of settlement to be aimed at after the victory of Great Britain and her Allies in the present struggle, and at the same time, so long as this victory still hangs in the balance and cannot be said to be either certain or near, to consider the time inopportune for an active propaganda on these lines.

Mrs. Swanwick is also "puzzled," a little superfluously as it seems to me, as to whether educational courses are either calculated to relieve economic distress or to sustain the vital energies of the nation. I have always regarded education as a very real way of sustaining the vital energies of the nation. We have also to remember, however, that an important element of vital strength is unity; and if experience proves that the educational classes do not tend to promote unity, I am convinced that our societies and federations will quickly appreciate the fact, and the demand for them will accordingly diminish.

Millicent Garrett Fawcett.

MR. LLOYD GEORGE AND THE WORKERS.

Madam,—The charges which Mr. Lloyd George brought against the trade unions in his speech at the Trades Union Congress, are the same kind of charges which I have had to meet and refute in former days when doing active trade union work amongst women, and therefore I hope you will forgive my sending you the answers to those charges. The same kind of charge is at times, I believe, made against union women working now on contracts. Your paper will, I know, insert a word from the workers' point of view. In the case of the worker in Coventry,

where Mr. George said a note had been sent round telling the employees of a man who was doing a 31½-hour job in 8½ hours, and who must, therefore be watched, the fact is that such a note was sent by a non-union man and that it was handed by the engineer concerned to his employer. The other charge, that the local branch of the A.S.E. had objected to the employment of a textile millwright as an ordinary millwright, has been inquired into by employers as well as workmen, and no such case can be traced.

I have never heard from either the women or the men working on munitions or khaki, or other war work, any such sentiments expressed. The tired faces of the women coming home from long hours of work, the haggard look creeping round the men's eyes, who are working through Sundays as well as weekdays, haunt one perpetually, and their uncomplaining courage fills one with respect and admiration.

I. O. FORD.

WOMEN AND INCOME-TAX.

MADAM,—At present the normal rate of income-tax is 2s. 6d. in the £, or the one-eighth part of one's income. Where the income is "earned" this rate may be reduced to 1s. 6d. in the £, which means a saving of 40 per cent. In order, however, to secure this valuable relief a formal claim *must* be lodged before September 30th, as on this day the right to such relief automatically lapses. From long experience I have found that many women-earners ignore or even destroy the income-tax forms which they receive, instead of giving them careful attention. When they subsequently find they are charged with income-tax at the *full* rate, as the inevitable consequence of their neglect to fill up and return these papers, they are inclined to feel aggrieved.

May I, therefore, offer this reminder in the interests of busy professional, or business, women, who may have put their income-tax forms on one side and forgotten them. As I have, within the last few days, found a medical woman under the impression that the tax on earned income was still "9d." in the £, it is probable that similar misapprehension regarding the present state of the income-tax exists among other women.

E. AYRES PURDIE.

5, 6, and 7, Hampden House,
3, Kingsway, W.C.

GERMAN TRADE AS POLITICAL PROPAGANDA.

MADAM,—I see that one of your correspondents has recently attempted to persuade your readers that the "Anti-German Union" does not preach hatred nor display a spirit of "ferocious fanaticism! May I, therefore, be allowed to make two brief quotations from "An Appeal to the Nation," issued by the Union and published in *Everyman* for September 17th:—

"The Germans have committed crimes against" (*sic*: "past" would appear to be the correct word to indicate the writers' meaning) "all human forgiveness . . . and there can be no re-admission for them to the free commonwealth of Europe."

"Let us get to business and destroy, first of all, their fast approaching commercial supremacy, ostracise them socially as a pestilent and cankerous growth, and, lastly, make it impossible for them . . . to ever enter our markets again in unfair competition."

If you can spare me a little more space I should like also to draw your readers' attention to an odious act of sacrilege reported in *The Daily News*, of September 13th, as having been committed by "a member of the Anti-German Union," who interrupted the Sunday service at the Forest Hill German Church, and demanded that it should be conducted in English! If this sort of thing is typical of the Union's methods its title should not be "The Anti-German Union," but the "League for the Promotion of Prussianism in Britain."

M. DOROTHEA JORDAN.

MADAM,—I have read N. O'Shea's letter in your last issue, but in spite of her defence of Mrs. Osler's charge of "ferocious fanaticism" levelled against the democracy of this country, I still maintain that the Anti-German League is the outcome of patriotism and common sense.

It is the duty of individuals to exercise charity in dealing with individuals, but it is the duty of a whole people to consider its own interests first. In the light of recent events, who can doubt that the safety of this nation demands that its official life should be free from the influence of persons of German birth? Undoubtedly there are loyal and worthy individuals amongst these (understanding the position, such are mostly ready to resign). But does N. O'Shea really think that we are entitled to risk the safety of the realm for fear of disappointing the ambition or wounding the sensibilities of these worthy people? I maintain that we are not. That the cause of the "Fatherland" justifies any treachery in the minds of, at any rate, a vast number of Germans, we know to our cost.

The Anti-German League, however, does not, as N. O'Shea suggests, propose to banish those Germans whose origin dates back several generations, and who are, in fact, no longer Germans; and her reference to the King in this connection appears to me to be in the very worst of bad taste. The reference to Japan is also not at all to the point, as the League does not even hint at severing commercial intercourse with foreigners in general. But it does propose to give the preference to British traders in the first place, and to our friends and allies in the second. To my mind, this appears to be only fair and just. We do not need to hate the Germans, but we are bound to *mistrust* them.

Ever since Germany fell under the leadership of Prussia, she has been worshipping false gods. She may, one day, return to her ancient faith, but it will not be until she has been baptised in the waters of humiliation. When she has repented, then we may consider being "kind to Germany"—but not before. For Britain as a people to offer sympathy and kindness to the German people, which still goes delirious with joy over the exploits of its pirates and assassins against British women and children, is merely to pour oil on the flame of Teutonic fury. Does N. O'Shea not realise that Germany has grown rich on the fruits of her unrestricted trade with the British Empire, and that the money has been used, not only to make war on us, but to work against us whenever and wherever malice and ingenuity could find ways and means? Are we then to be ready and eager to give her another chance as soon as the war is over? Self-preservation is an elementary instinct, and it is not only our right, but our duty, to protect our own.

A. SPON.

[*This correspondence must now cease.*—ED., C.C.]

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The N.U.W.S.S. is an association of over 52,000 men and women who have banded themselves together, under the leadership of Mrs. Henry Fawcett, for the purpose of obtaining the Parliamentary vote for women on the same terms as it is or may be granted to men. At this great national crisis, however, they have for the time suspended their ordinary political activities, in order to put themselves and their Union at the service of those who are organising the relief of distress caused by the war.

"If the Women will Step In —."

"There are thousands and tens of thousands of men who would be willing to undertake the work (of munitions) who cannot, in the national interest, leave their present jobs; BUT IF THE WOMEN WILL STEP IN, and if no hindrance will be put in their way either by employers or by the men, we ought to make, and I believe we shall make, gigantic and, at the same time, rapid strides," said Mr. Asquith, speaking in the House of Commons on the pressing question of munitions work. The door outside which the women wait to be allowed to serve the nation is bolted fairly fast, upon Mr. Asquith's own showing, with two big "Ifs"; but there is a third very big "If" indeed, which Mr. Asquith was at no pains to point out.

If the Government were but able and willing to use the full amount of available woman-power in munition and other vital work, the women themselves are more than ready to start. "Thousands, and tens of thousands" of unskilled workers are eager to step in; thousands of educated women lack only opportunity to acquire the skill which will be needed to direct and control the army of woman-workers. Great crowds of women, Miss Mary Macarthur told Mr. Runciman, are waiting outside the armament factories, week after week, for employment, in vain. At Glasgow, the secretary of the Munitions Committee stated that no more women need apply for work for at least six months, as thousands had applied already and could not be employed. The women are ready, but the Government machinery for organising them and their work is not ready.

The Register of Women for War Service, that seemed at one time to be a first step in the direction of organisation, that raised such high hopes and produced so much unrest, made the unreadiness abundantly clear. Trained and educated women, capable of assisting in the work of organisation, were all referred by the Board of Trade and other Departments to their local Labour Exchanges, through which alone, they were informed, they could be engaged. Some hours were there wasted daily in waiting for their turn before a wicket among a crowd of unskilled applicants for cleaning, charing, and daily work. After a few days of this drilling the trained workers gave up the effort. The object of the Government Departments appeared to be accomplished. Through the Labour Exchanges they had got rid of a large number of applications. Lord Lansdowne professed himself disappointed that only 90,000 women went through the formalities above described; but the fact was, that it was soon discovered that the War Register did not, and never was likely to, supply any national need. It was a sort of safety-valve for a form of energy which proved inconvenient to officials. The only advice still given to women who desire munition work is to put their names down at the Labour Exchange and wait and see. After long delay, during which the worker is obliged to take up some occupation by which she may earn her bread, the work may possibly be found for her, after she has left her address and can no longer be traced.

The history of the past year for the National Union of Women's Suffrage Societies is one long series of efforts to get the necessary machinery created. Only a few instances can be recalled here; it is not possible to make it complete.

In August, 1914, at the outbreak of war, the National Union approached the War Office authorities in regard to the substitution of women for men in certain employments during the war,

and pointed out the importance of training women for such work. The training could not begin too soon, in view of the need which must arise later on, when the dislocation of the labour market might be severe. No action was taken. Proffers of service were refused. Offers of hospitals staffed by women were declined. It was the French Government who gratefully accepted what the British Government ignored.

In March, 1915, when the War Register was mooted, the N.U. asked the Government to summon a conference for the organisation of women's work. They wished to urge the necessity of equal pay for equal work, the importance of training, and of good conditions as to housing, &c.

In April, 1915, a Conference was summoned by the Board of Trade Department, to which the National Union sent delegates. They suggested that Country Committees (for rural districts) and Town Committees should be established under a Central Advisory Board consisting of representatives of women's organisations, and of the different types of workers—professional, industrial, and clerical. They further urged that the Minority Report of the Royal Civil Service Commission should be acted upon, and the higher posts in the Civil Service be permanently thrown open to women. Mr. Runciman expressed himself as interested in the proposals, but gave no definite promise. Nothing was done.

In July, 1915, a Memorial signed by a large number of representative men and women was presented to the Prime Minister, requesting that suitably qualified women should be admitted to the higher posts of the Civil Service. Mr. Asquith was also asked to receive a deputation on the subject. The application was refused.

The country has need of the unskilled munition worker, and of the highly trained woman with a university education, and experience of business. That much is said on all sides. They are asked to "step in" and do their part. They may take the Prime Minister at his word and come forward—and Mr. Asquith will decline to receive the deputation..

Girls' Work on Khaki.

When the storm burst over Europe in August sunshine, it found the working people in full enjoyment of their only general holiday. But the call came, and the crowds rushed home to bid good-bye to their dear ones, who were called upon to fight, to brace themselves for the burden that must be borne by those who are left behind. The angels are supposed to have assisted at the Battle of Mons, but I am inclined to think, since their sympathies are with the Allies, they must have been here during the early days of the war, when the nation, faced so suddenly with the task of raising, training, feeding, and clothing our Army of three million men rose to the occasion and, with one mind, heart, and purpose, determined, at all costs, to preserve our freedom, our country, and our national ideal from foreign domination. In this we were all united. The factory-girl feels this as keenly as the earl's daughter. It has been the inspiration of her actions, during all the long days of weary monotony, she has kept to her work. No charge has or could be brought against her for slacking. The women and girls in the clothing factories have done their bit right well. From November last to the present time they have worked in most factories from 8 a.m. to 8 p.m. In many others, special overtime has been allowed, and so great has been the girls' desire to work that had they not been protected by the Factory Acts' regulation of hours, and the strict attention to duty displayed by the factory inspectors, many would, carried away by their enthusiasm, have suffered in health.

Have the girls earned good wages?

There are, unfortunately, no available figures to show what the wages have been. The employers' figures are untrustworthy, as employers only quote the highest figures. The girls themselves, owing to their lack of organisation, which prevents any record of wages being kept, are not able to state what their earnings have averaged. We know that there has been a lack of uniformity in the payment of labour. It is known that the employers received a uniform price from the War Office. Why, then, in the absence of competition between employers, a uniform rate could not be paid for the same labour can only be put down to the unscrupulous desire of some to make more profit than others. Usually, a demand for higher wages meets the reply that unrestrained competition make it difficult for an employer to meet his workers' demands. Here, however, we have a clear case of employers all receiving the same payment yet not paying the same wages. Something can be put down to bad management in the factories. One man can organise his factory better than others. Girls are kept "waiting for work," an old grievance even when the trade is busy.

Organisation of workers would remedy many of the evils under which they suffer. Organisation of employers would promote better management of the factories. Speaking generally, I think it can be said that in Leeds, at any rate, the wages have averaged more on khaki than upon ordinary work. This is due to several causes. The strong incentive to work inspired by the knowledge that our troops needed clothing; the constant repetition of one kind of work, which, of itself, tends to increased speed; and the necessity which the girls recognised of working hard to earn more money to meet the increased cost of living, owing to very high war prices. The wage received by the girls during the khaki trade-boom may appear favourable as compared with ordinary trade, but the real wage, as representing its purchasing power, reduces the figure considerably. Also, there is a false idea which still persists in the industrial world. What is considered a poor wage for a man is considered a good wage for a woman. I deny that a woman requires less to support her than a man. The point of difference is that custom has decided against even her requirements, and she has been compelled to accept a much lower standard of life. All are agreed that a pound a week is a miserable pittance for a man with a family dependant upon him. Yet many deserted wives with children dependant upon them, widows, and daughters supporting parents, receive less.

The practice of over-charging for materials still exists in the clothing trade. The Truck Act does not go far enough in its protection of the workers. The Act provides that all sewings must be charged for at cost price. Now the employer provides the sewings, and the worker has no means of ascertaining what is the cost price. She cannot demand to see the invoice. Also, the girls buy the reels one by one, thus paying retail prices. Thus, incidentally, the girl contributes to another source of income to the employer. She is compelled to buy his goods at his price. I will quote a case to show the heavy charges made by a firm to a working-girl engaged on button-holing khaki tunics, working on piece-rates. Wage entered as earned in wage-book, £1 6s. 5½d. Deductions made for silk, for insurance 3d., hospital 1d.—14s. 2½d. Wage to draw leaving 12s. 3d. Another case in the same firm of a girl who earned £1 8s. 11d. left, after deductions for silk, &c., 13s. to draw—deduction for silk, 15s. 4d. There is a good deal of discussion in the Press at the present time on restricted output of labour, especially on war work.

There are two sides to every question, and, let me say at once, I am not in favour of limiting output, believing that the skilled workers should have the benefit of their superior skill. But every worker engaged on piece-work knows that if the worker shows any capacity to work hard, instead of having the benefit of their industry or superior skill, the occasion is used by the employer to reduce the piece-rates of the whole of the workers, even though only a few have earned what a section would consider a fair wage. There is a certain type of mind which cannot conceive or judge of any case on its just merits.

Let it also be noticed that it is only on the working-classes that a limit of wage is attempted. No one dares to put a limit on profit made in business. In commerce, huge profits are made daily. Its justice or injustice is never questioned. It is only when any section of workers seem to be a bit better off than others that the cry is made about large numbers who are not receiving a living wage. But nothing is done except by the workers themselves to raise wages. Their methods are often criticised, too often from a narrow standpoint, but the method adopted by employers of labour, owing no doubt to the fact that their critics are usually members of their own class, are dealt with much more leniently and are easily pardoned.

The working people of Great Britain, both men and women, are sound at heart. Slowly but surely they are recognising that knowledge and organisation are important factors in improving their own condition. They are gaining knowledge. They are organising industrially. They are determined to preserve their trade unions, and when the history of this great war is written trade unions, far from being attacked as they have been by people who never look below the surface to find the meaning of discontent, will be given an honoured place by historians as one of the forces by which the will of the people was expressed, their unanimous desire and determination to maintain not only our own freedom but also the freedom of the smaller nations.

A. HOLMES.

First-Hand Experiences.

V.—PLUM-PICKING.

A fruit-picker in Worcestershire! How many educated women a few years ago would have ever dreamt of finding themselves in such a *rôle!* But this year many women from the Universities, the schools, and other professions have been helping in the fruit harvest of the West Midlands. War-work for women during the summer holidays has been much sought after, but farmers are a conservative race, and in most cases have turned a deaf ear to those who, like the writer, wished to do their "bit" for the country in some kind of outdoor work.

But in the case of plum-picking, this year's record crop together with the lack of regular workers, caused many of the fruit-growers of Worcester, Gloucester, and Herefordshire to accept some of the countless offers of help that have been made by women of all classes. Thus it came about that a party of four, of which I was a member, were engaged for a fortnight to work on a fruit plantation in Worcestershire.

The pay and hours of work were as follows: We were engaged on piecework at the usual rate of 6d. a pot—a "pot" being three of the ordinary round market baskets. Our earnings usually worked out to 2s. or 2s. 6d. a day each. I am afraid that we did not live entirely on our pay! But I did hear of one enterprising party of women students who took a labourer's cottage at 2s. 6d. a week and kept themselves on their wages. Piecework was better than working by the day, for the usual rate of pay for women working by time is only 9s. a week. We were not bound rigidly as to hours, but we worked, as a rule, from eight o'clock until one, and from two till five or six. But on showery days we did not get a full day's work, as the picking cannot go on in the rain.

The work was very pleasant, and we gained, incidentally, a good deal of knowledge of the management of ladders! Picking from the top branches provided us with some thrills at first, but we had no falls. The men working round us delighted in relating to us gruesome stories of fatal falls from ladders that were invariably supposed to have taken place at the precise spot at which we happened to be working! But, in spite of a little chaff of this kind, they were, nevertheless, ever watchful and ready to do us a good turn if they thought that we were in any real difficulty. In this connection, I may mention that we were successful in obtaining the same rates of pay as the men. The women-pickers there worked with their fathers, husbands, or brothers, and whilst the latter picked from the high branches the women and girls, as a rule, did the lower boughs only. As this part of the work is easier and quicker, the pay for women was accordingly 1d. less per pot; but in our case, as we were doing the same work as the men, we were paid on the same scale.

We had the satisfaction of feeling that our work was really needed. The number of workers on the plantation was much smaller than in ordinary years, whilst the crop was unusually heavy. We received many invitations, half chaffing but half in earnest, as we went to and fro to our work, to "come and lend a hand" on other plantations.

There is an atmosphere of holiday-making over plum-picking. There is none of the monotonous grind of some kinds of field work; but it is pleasant and varied, and there is a friendly rivalry between the different groups of pickers that keeps one up to the mark. We soon found ourselves on good terms with the other workers, comparing notes over our number of pots, bargaining for the use of ladders, wheelbarrows, and so on. After the first novelty of our presence had worn off, and the others were satisfied that we had not the remotest intention of "putting on airs," they became quite friendly, and we found ourselves accepted members of the plantation. This was fortunate, for public opinion is just as strong among plum-pickers as it is everywhere else, and the unpopular worker may have a very difficult and unpleasant time.

It was an animated scene in the plantation with the picking in full swing. Every row with its own little group of workers, the men stalwart and sunburnt, in their shirt-sleeves, and the women, in sun-bonnets and cotton-aprons. There were very few young men, I am glad to say, but old men and children in abundance, down to the long-clothes baby sleeping in a packing-case under a plum tree. Many of the workers sang as they picked, or shouted chaffing remarks from one group to another. On the grassy track, through the middle of the plantation, the big drays lumbered up and down with their heavy, sweet-smelling loads for the station. It was a picture of peace and contentment. Very little reference was ever made to the war, except for a few jokes about the Zeppelins or the Kaiser. Yet in the porch of the old church hung a long list of the names of those "serving in his Majesty's forces by sea and by land," Truly, the English are a strange race!

One thing brought vividly home to us by plum-picking was the amount of time that most of us have to waste indoors! Only by working out of doors from the early morning to the twilight evening can one really appreciate in its completeness the sweetness and harmony of the changing moods of a long summer day. Every phase of it brought delight: the soft, dewy mist of the early morning, the glowing splendour of the mid-day, the grateful coolness of the evening, and all of it shot with the fragrant sweet smell of the golden fruit clustering on the loaded boughs. Then, tired with a long day's wholesome toil, back to the well-earned supper and dreamless sleep. Would that all work were as satisfying and healthy as plum-picking!

V. Somerville.

A Children's Guest House.

The summer vacation is drawing to a close, and the problems attending the holiday season are fast fading into oblivion to await the call of the sunshine and greenery of a new July.

But to many of us it seems that these problems should be faced and solved during these shortening days of autumn, so that the holidays of the years to come may be of more recreative value both to tired mothers and to lonely children. For not the least of the vacation problems centre round a solitary or delicate child, or an over-worked mother unable to decide between the claims of husband and offspring.

While on an extended tour this vacation from Land's End to the North Country and thence to Hampshire, the present writer had opportunity of watching this holiday problem from the interior of lowly "apartments" and humble inns, from the crowded reception-rooms of hydropathic establishments in Places of Healing, and from first-rate country hotels. Amidst these varying degrees of upholstery and dietary the conclusion was slowly reached that the question of suitable country resting-places for children and for mothers of the middle-classes has, in many cases, not been satisfactorily settled.

Very often, indeed, the holiday interests of mother and child are antagonistic, and the working compromise with which one is confronted reveals a vacation spoilt for both. How frequently one sees, for example, a small child being taken for interminable country "walks," the accompanying adult yearning to cover greater distances than the youngster can accomplish, and the youngster cherishing secret desires to paddle, to build sand castles, or to chase butterflies. How often, too, one meets a solitary boy or girl sitting up to "late dinner" in an hotel where the meal-time, the menu, and the conversation are quite at variance with juvenile well-being. Again, how many children of the middle classes have, this year at least, been kept in town during the summer because circumstances require the parents' presence amongst the whirl of events.

In such instances a reasonable holiday for the child is not prevented by lack of funds, but by the need for a more skilled, a more scientific, and a more sympathetic holiday organisation. Indeed, one feels convinced that some experimental scheme might come into existence before next summer could some such plan as the following be materialised. What is needed, apparently, is a holiday house or guest house, arranged for children between the ages of six and fourteen years, the house to be situated in some country or seaside vicinity adapted to the needs and desires of childhood.

The organiser, or directress, should obviously be a woman experienced in the care of children, a child-lover with a wise head. May be, a married woman who has successfully brought up a family of girls and boys; or a kindergarten, or junior school mistress, with home-making qualities and a sympathetic insight into child-nature, would make the ideal directress of the holiday home. She should choose her residence, if possible, of the old-fashioned type—a large, roomy house, standing in its own grounds, where a tennis-court and croquet-lawn, a cricket-pitch, and an open-air gymnasium could be laid out; near by should be a barn or other "glory-holes." Probably a house that would contain fifteen to twenty children would be found the most convenient size, both from the managerial and from the financial point of view. A poultry run and dairy attached to the house would be a valuable addition. Besides the guests' bedrooms, in each of which three or four children could sleep if necessary, rooms must be reckoned for the staff. The reception-rooms should include a dining-room, a large play-room, and a smaller

room to be used by studious children for reading, writing, the arrangement of "Nature" collections, and so on. The number of staff would, of course, be decided by the size of the house and grounds, but on the basis of twenty guests, the indoor-staff could consist of one expert children's nurse (experienced in the care of normal juvenile ailments), two school-room maids, who, under the nurse's directions, would undertake the children's baths and ablutions, and would keep the young guests' raiment in repair; two housemaids, a good "plain" cook, and part-time work of a gardner or gardener's boy. The out-door staff would vary with the acreage and the requirements of poultry, dairy, and so on, but in all cases would include a gardener and an outdoor-matron, or "games' mistress," who would supervise, without dominating, the "walks," picnics, and games. In a fully-equipped establishment a visiting "Nature-study" teacher could be engaged, who would be the leader of the expeditions, the trusted adviser on the arrangement of "collections" and on the feeding and care of frogs, caterpillars, and other beasties. The children should, however, realise that school and "lessons" are far away, but that, as young country folk, they are attempting to get into touch with their friends in feather and fur, and with the countless treasures of bloom and leaf, of shell and stone, scattered in glorious profusion in their domain, the earth.

With regard to the holiday-house menu, this should be suited to the digestion and appetites of the young guests. A simple breakfast should be provided, such as porridge, new-laid eggs, or fish, home-made jam or fruit, with home-made bread and butter, and plenty of milk, or milk and tea for the older children. Luncheon in the middle of the morning in the open air should be followed by the chief meal in the middle of the day. Tea at 4.30 to 5 p.m., and supper, to vary with the age of the guests, would complete the day's dietary.

Monotony in the simply-cooked meals would be avoided like sin by an understanding directress, who would know how to vary plain food with small additions of a simple character and of an attractive hue, since small children are æsthetic in their choice of food. In fine weather tea, and even dinner, should be arranged out-of-doors, for a country holiday without picnics is, to the young mind, like a bun without currants.

A donkey-chaise or pony-carriage, or both, would add much to the delights of the holiday house, but such added pleasures depend on the scale of charges made. Granted that a suitable country house and grounds can be found for about £80 a year and that twenty children are housed, the charge could probably be fixed at from 25s. to 35s. a week per guest. The writer is encouraged to think that a clientèle might be procured at 30s. per week for each small guest.

Much, if not everything, depends upon the personality of the directress, but amongst the readers of The Common Cause there will assuredly arise the ideal woman to start this experimental holiday house.

L. Keyser Yates.

THE NATIONAL REGISTRATION AT OXFORD.

The following interesting report was written at the request of the Oxford Women's Suffrage Society:—

The female National Registration forms for Oxford (over 20,000 in number) have now been despatched to London, after the completion of the clerical work that has been going on for several weeks under the direction of Miss Mary Venables, a member of the O.W.S.S. Committee, with the assistance of a voluntary staff mainly of her own sex. The work has been varied; enumerators' returns have been elaborately checked, certificates have been written, details have, according to special circumstances, been copied on differently-coloured forms, and every Oxford woman has been tabulated according to her actual and potential occupations, under one or more of thirty code-numbers, according to her age (in one or other of six divisions, married and single kept separate), and, finally, alphabetically, so that the central authorities can at once turn up anyone's record. In addition, there have been the complex rearrangements due to the registration of thousands of residents elsewhere on August 15th, and *vice versa*; and not a few other incidental matters. Occasionally, for a change of air, emissaries were sent from the Assembly Rooms into the outside world to obtain omitted signatures or otherwise to supplement the work of the collectors of the forms; the somewhat delicate duty of extracting, at a personal interview, particulars of age from recalcitrants was entrusted to masculine hands.

The work has often been psychologically interesting, and there were many individual traits that cannot, unfortunately, be divulged. What will come of it all we shall only be able to see later. Very possibly, the majority of these forms will only gather quiet dust somewhere in Whitehall; but even then they will not have existed in vain. The Government has officially asked the help of the women of the country, and it now knows what every woman from fifteen to sixty-five is doing and is able to do; it has officially burdened them with responsibility. Later on, we Suffragists will remember these things.

N.U.W.S.S. SCOTTISH WOMEN'S HOSPITAL.

Finance.

The Hon. Treasurer, Mrs. Laurie, has received a further donation of £500 from the golfers of Great Britain and the Colonies. This is for the "Madge Neill-Fraser Memorial Hospital" at Mladanovatz.

Gift from a Rani.

A donation was received last week from a Rani living in strict purdah. She had heard of the excellent work of the S.W.H., and wished to contribute towards its funds.

News of the Units.

There has been little or no news from any of the Hospitals this week. We understand that Dr. Phillips, Dr. Sharp, and Dr. Bignold are returning from Serbia. They have been stationed at Valjevo.

Equipment.

The Equipment Secretary would like it known that the following articles (in good condition) are required to replenish the Hospital Stores. All gifts should be addressed to: The Equipment Secretary, Scottish Women's Hospitals, 2, St. Andrew Square, Edinburgh.

Articles Required.

Clothing.—Dressing-gowns, Handkerchiefs, Hospital Shoes (large sizes, with leather soles), Pyjamas of unbleached calico, Hospital Suits, Pants, Vests, Men's Clothes (old and new).

Bedding and Linen.—Blankets (new and old), Draw Sheets, Feather Pillows, Pillow-cases, Sheets, Towels of all sorts, Bath Gloves.

Medical.—Bandages, Gauze (plenty of calico comes in usual course), Bandage Material, Cotton Wool, Surgeon's Lint, Surgical Strapping.

General.—Air-cushions, Hot-water Bottles (rubber), Rubber Gloves, Safety-pins, Toilet-paper, Razors, Ditto safety, Toilet-soap, Tooth-brushes, Nail-brushes.

Kit-bags: 200 for Troyes, with S.W.H. embroidered on unbleached calico.

Further Donations Received.

	£	s.	d.
Forward as per list of September 9th	59,581	18	2½
Further donations received to September 15th:—			
*Glenfarg W.S.S., per Mrs. Kirkland, to name 2nd "Glenfarg" Bed	50	0	0
*Staffs of Arbroath, Keptie, and Cookery Schools, per James Campbell, Esq. (Serbia)	3	8	0
B. B. C.	2	0	0
G. E. M.	1	0	0
Anon.		15	0
Miss Carrie Buist, Perth (£1), Mrs. Wilson (£1), per Miss Buist	2	0	0
Cumnock District Agricultural Society, per N. Stevenson, Esq., Sec. and Treas. (Serbia)	5	0	0
Miss Barrett	4	0	0
A Friend, per Mrs. Jas. T. Hunter	1	0	0
Mr. Hyslop, per Mrs. Jas. T. Hunter		5	0
Staff of Laigh Cartside School, Johnstone, per Mrs. J. G. Wood	1	0	0
*Per Miss J. G. Weatherley, Mussoorie, India, collected at Suffrage Meeting (£4), from an Indian Rani (£1)	5	0	0
Miss A. C. Cuthbert (Serbia)	1	0	0
Mrs. Farquhar	5	5	0
Miss R. B. Shankland		2	0
Sunday School Girls of Newport, per Miss Marshall, per Miss Adams, Hon. Sec., Barnstaple W.S.S. (Serbia)		5	
Miss Agnes von Glehn	2	0	0
*Miss Hilda Griffin, per Miss Christine Pilkington, Hon. Sec., St. Helen's W.S.S.	1	0	0
*Miss Christine Pilkington, Hon. Sec., St. Helen's W.S.S.	1	0	0
Miss Macguire, per Miss Garrett (towards endowing a Bed, Serbia)	6	0	0
*Miss A. M. Bannatyne, to maintain "Lansdowne" Bed 2nd six months (France)	25	0	0
Miss S. P. Christie	5	0	0
J. M. Reid, Esq.	5	0	0
A Friend, per Miss E. C. Smith	1	1	0
Staff of Corsehill Isolation Hospital, Swindon (towards equipping Bed at Valjevo)		12	6
*Per Mrs. Waugh, Proceeds of Play by Pupils of St. Hilda's School, Liberton. To continue "St. Hilda's" Bed, previously given by Mrs. Waugh (France)	25	0	0
Messrs. H. Halley & Co. (towards "Helena" Bed)	5	5	6
D. I. L.		2	6
Miss Stevenson	4	0	0
Miss Winifred Gordon, per Miss Stevenson		10	0
*Leith, Hull, and Hamburg Steam Packet Co., per Peter Reid, Esq.	1	10	0
Collected by Miss A. M. Williamson, for "September" Bed (Troyes)	25	0	0
"In loving memory of a dear lad," to name "Daisy" Bed	50	0	0
Miss Agnes Mackay (Serbia)		10	0
Alex. Henderson, Esq.	10	0	0
Mrs. Gardiner	1	1	0
Mrs. M. C. McWhan		10	0
Miss Samuel and Miss L. Samuel	5	0	0
*Per Miss M. C. Morrison, Hon. Treas., Glasgow and West of Scotland Sub-Committee S.W.H., per Miss M. Greenlees, to name "Netherton" Bed (£50), Mrs. Alex. Stephen, to name "Nan and Mollie" and "Margaret and Alix" Beds, Serbia (£50), Mrs. Jackson, proceeds of Motherwell Bowling Green Fete (£47), Mrs. T. Eaton Lander, to name "Eaton Lander" Bed (£25), Miss Millar, Drawing Room Meeting (£21), Will C. Fraser, Esq., per Mrs. James Taylor (£20), Miss Bessie Gardner, per Miss M. Greenlees (£2), per Mrs. Charles Ker (additional) (£1 1s.), Miss Minnie Stewart, per Mrs. C. Ker (£1), Mrs. and Miss Torrance (10s.), Mrs. J. A. Allan, per Mrs. T. Eaton Lander (10s.), Miss Terrace (5s.), Mrs. Caldwell (2s. 6d.), Miss Ross (2s. 6d.), Collected in Crianlarich and Tyndrum, per Miss Alexander (£3 13s. 6d.), Collected by Mrs. Greig, per Mrs. T. E. Lander, the Misses Melross (£5), Andrew Clement, Esq. (£5), Mrs. Hutton (£3 3s.), Mrs. Hannay (£2), Mrs. Marshall (£1 1s.)	226	8	6
Messrs. George and Archibald Blair	10	0	0
Mrs Moffat	1	0	0
Teachers of Public School, Rosewell, per Mr. Nelson (Head Master)		10	0

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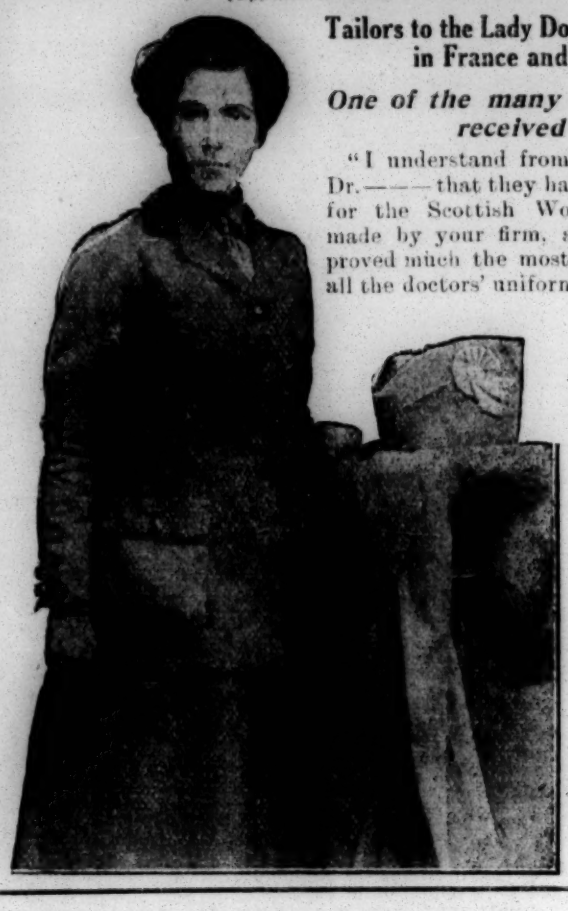

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TESTIMONIALS AND RECOMMENDATIONS FROM ALL PARTS OF THE COUNTRY.

	£	s.	d.
Per Mrs. Stout, Collected in Ettrick Dale by Mrs. Brydon (7s. 6d.), and Miss Stewart (£1 12s. 6d.)	2	0	0
Mrs. W. B. Turner	1	1	0
*Per Mrs. Marshall, Queen Mary's Grammar School, Walsall, for "Madge Neill Fraser Fund"	500	0	0
Anon, to name "Mestrovic" Bed (Valjevo)	50	0	0
Proceeds of Hat Trimming Competition in Kilmalcolm Hydropathic, per Miss A. Gordon (Manageress) (France)	5	14	0
Collected by Mrs. Kerr while at Yorkston, Gorebridge, to name "Gladhouse" Bed (France or Serbia): Lady Dundas (£1), Lady Beatrice Dundas (£3), Mrs. Shields (£2), Mr. Watson Dodds (£2 2s.), Mr. Stewart (£2 2s.), Mr. Brown (£2), Mr. E. Rough (£1 1s.), Mr. D. Croal (£1), Mrs. Kerr (£2 2s.), Mr. J. Kerr (£1 1s.), Mr. R. B. Kerr (£1 1s.), Mr. Morham (£1), Mr. Stirling (£1 1s.), Mr. MacRobert (£1), Mr. Sawers (£1 1s.), Mr. Somerville (£1 1s.), Provost Macintyre (£1), Mr. Forrest (£1 1s.), Mr. Spalding (£1 1s.), Mr and Mrs. Laird (£1), Mr. Cadogan (£1), Mr. Hastie (£1), Mrs. Maclean (£1), Mr. Murray (£1), Mr. Pendrigh (£2), Miss Kerr (£1), Mr. Blair (£1 5s.), Misses Blair (£1 1s.), Mr. G. Cossar (£1 1s.), Mr. Simpson (£1 1s.), sums of 10s. and under (£10 18s.)	50	0	0
W. Lyon, Esq., Ph., C. Cargil Pharmacy	2	0	0
E. M. M.	1	0	0
Miss Constable	10	0	0
Misses McNeil	1	0	0
*Birkenhead and District W.S.S., per Miss Dalby, Hon. Treas. for "Birkenhead" Bed (Royaumont), subscription for month of September (£2 7s. 6d.), Mrs. Morris (10s.), Miss Payne (10s.), Miss Horlich (10s.), Miss Horlich, for Miss Vera Collum's Men's Laundry (10s.), Mrs. Prebst (£1), A Friend (£2)	7	7	6
Miss Agnes L. Brown, Ottawa, Canada	4	2	1
Harry Cleland, Esq.	5	0	0
Mrs. Thomas B. Forgan ...	5	0	0
S.S., Island of Eigg		10	0
Total	£60,733	13	3½

* Denotes additional donation.

Erratum—Employees and Firm of Andrew Barclay & Sons Ltd. to name "Caledonian Works" Bed (Serbia), per Mrs. Robertson (acknowledged in last week's issue), should read £50. Miss Kennedy, September subscription, per Mrs. Robertson, should read 10s.

FURTHER LIST OF BEDS NAMED.

Name of Bed.	*Donor.*
2nd "Glenfarg"	Glenfarg W.S.S., per Mrs. Kirkland, Fordel, Glenfarg.
"Lansdowne" (2nd 6 months) (France)	Miss A. M. Bannatyne, 15, Lansdowne Crescent, Edinburgh.
"St. Hilda's" (France)	Proceeds of Play by Pupils of St. Hilda's School, Liberton. To continue St. Hilda's Bed previously given by Mrs. Waugh, Springwood Park, Liberton.
"September" (Troyes)	Collected by Miss A. M. Williamson, 37, Lygon Road, Edinburgh.
"Daisy" (In loving memory of a dear lad)	Anon.
"Netherton"	Per Miss M. C. Morrison, Hon. Treas., Glasgow and West of Scotland Sub-Committee S.W.H., per Miss M. Greenlees.
"Nan and Mollie" (Serbia)	Mrs. Alex. Stephen, per Miss Morrison, Hon. Treas., Glasgow Sub-Committee S.W.H.
"Margaret and Alix" (Serbia)	
"Eaton Lander"	Mrs. T. Eaton Lander, per Miss Morrison, Hon. Treas., Glasgow Sub-Committee S.W.H., 202, Hope Street.
"Mestrovic" (Valjevo)	Anon.
"Gladhouse" (France or Serbia) ...	Collected by Mrs. Kerr, Barney Mains, Haddington.

The Hon Treasurer begs once more to thank all friends who have helped and are helping, and will gratefully receive further contributions to carry on the work.

Cheques should be sent to either Dr. Elsie Inglis, 2, St. Andrew-square, Edinburgh, or to Mrs. Laurie, Hon. Treasurer, Red House, Greenock, and crossed "Royal Bank of Scotland."

VOLUNTARY WORKERS AND WAR WORK.

An impression seems to prevail among some people that no more voluntary workers are wanted at present, and that women who desire to give their services to the country will not easily find openings. This impression is partly true and partly false. It is true that what may be called the more "picturesque" kinds of war work are overcrowded. Everybody wants to do something to help our soldiers, and those who cannot nurse are glad to give their services to soldiers' buffets or other enterprises of the kind, for such pieces of work helpers are always to be found.

But the same cannot be said of the Soldiers' and Sailors' Families Association, the Charity Organisation Society, the Care Committees, and many other agencies for social relief. They are in urgent need of workers, and the call they make is as really, though not as obviously, "war work" as that of the special endeavours mentioned above. For is it not war work to help the families of those who are fighting for us, to prevent and relieve the industrial distress which might be such a severe handicap to the nation, and to care for the rising generation on whom the future of our country depends?

Will any voluntary workers who would like to help in this way apply to the Women's Service Bureau of the London Society for Women's Suffrage, 58, Victoria Street, S.W.? They will be eagerly welcomed.

THE SPECIAL HOSPITAL NUMBER.

The date of publication of the Special Hospital Number of THE COMMON CAUSE has been postponed until the beginning of November. We hope to give further particulars next week.

Notes from Headquarters.

The National Union of Women's Suffrage Societies.
President: MRS. HENRY FAWCETT, LL.D.

Hon. Secretaries:
MISS EVELYN ATKINSON.
MISS EDITH PALLISER (Literature).
MRS. OLIVER STRACHEY (Parliamentary).

Hon Treasurer:
MRS. AUERBACH.
Secretary:
MISS GERALDINE COOKE.

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Contributions to the General Fund.

	£	s.	d.
Already acknowledged since November 1st, 1914 ...	1,688	13	1
Received from September 11th to September 18th, 1915:—			
SUBSCRIPTIONS.			
Miss D. M. Revell		2	0
Miss Enid Dinnis		1	0
Miss B. L. Hutchins		5	0
Miss R. Hovey (2nd instalment, 1915)	50	0	0
Mrs. G. W. Curtis		2	6
Miss F. H. Birley		5	0
AFFILIATION FEES.			
Sherborne W.S.S.		5	0
	£1,739	15	7

Active Service Fund.

	£	s.	d.
Already acknowledged ...	7,166	17	2
Miss Moss		5	0
Mrs. Harmer		5	0
Mrs. Park	1	0	0
Royal N.Z. Society for the Health of Women and Children	33	16	0
Miss Margaret Kemp	1	1	0
Miss B. M. Pember	1	0	0
Mr. R. F. Cholmeley (4th donation)	5	0	0
Miss E. Jarvis	1	0	0
Miss Nancy Fleming (3rd donation)		5	0
Miss M. Barne	1	0	0
Received for Professional Women's Patriotic Fund:—			
Mrs. Lionel Beddington ...	5	0	0
The Misses Harker		6	0
Countess Brassey	20	0	0
	£7,236	15	2

WOMEN IN THE WORKSHOP.

The following letter was sent to the Prime Minister and to the Press:—

September 16th, 1915.

SIR,—The Executive Committee of the National Union of Women's Suffrage Societies feels that it cannot allow the Prime Minister's speech of last night to pass without comment.

He said that at this moment if the women of this country would step in, and if no hindrance were put in their way either by the employers or by the men, the country would make gigantic and rapid strides.

All the Societies which represent and direct great numbers of women know well how passionate and widespread is their desire to help in any way possible, and how many times they have already stepped forward, and how constantly their offers of service have been ignored or refused. It is not women who are lacking, but work for the women to do.

The Prime Minister's words will raise anew the hopes of thousands that their repeated offers will at last be utilised. Once before, when the War Register was first started, women came forward in great numbers to answer the Government's call only to find that registration led to nothing further, and that the Government had no prepared or practical scheme for placing the labour it had called for.

If now again Mr. Asquith is summoning women to the workshops, let him see to it that some properly organised scheme is prepared, so that they may know how to get the work and how to prepare for it.

We have constantly urged since the outbreak of the war that this matter should receive the serious consideration of the Government; we have urged the formation of Advisory Committees, and the drafting of training schemes, and the crying need for attention to this all important subject. We wish to urge it now once again.

Signed on behalf of the Executive Committee of the National Union of Women's Suffrage Societies.

EVELYN M. L. ATKINSON, Honorary Secretary.
RAY STRACHEY, Honorary Parliamentary Secretary.

THE BUDGET.

POSTAL AND TELEGRAPH CHANGES.

Societies are asked to consider the effect of the increases in the cost of postage on circulars, and to make as much use as possible of the columns of THE COMMON CAUSE for announcements of forthcoming meetings and other activities. Special arrangements are being considered.

What Some of Our Societies are Doing.

West Riding Federation.

Will Secretaries please note that reports for THE COMMON CAUSE should be written on one side of the paper only? Press-cuttings, if sent, should be carefully dated.—ALICE HALL, "C.C." Sec.

HUDDERSFIELD.—The monthly meeting was held at 41, Spring Street on August 31st., Miss Siddon presiding. Mrs. Studdard reported that her inquiries *re* women on municipal work resulted in finding that there were four women tram guards working at the same rate of pay as men, one police-inspector, one assistant registrar, two lady clerks, and six girls in the tram ticket departments. Miss Harrop reported on the work of the N.U.W.S.S. Scottish Women's Hospitals. Weekly sewing meetings are held at the Office, 41, Spring Street, and a parcel of requisites will shortly be sent to headquarters.

LEEDS.—Two very successful Garden Parties were held on July 24th and August 24th respectively, the object being to create an interest in the Scottish Hospitals at the Front. At the former meeting Mrs. Renton spoke, and the chair was taken by Miss I. O. Ford; at the latter Mrs. Shaw Maclaren (Dr. Inglis' sister) came from Edinburgh and gave a most delightful address. Mrs. Connor, our President, was in the chair. Our best thanks are due to the hostesses, Mrs. Grosvenor Talbot and the Misses Ford. The outcome of these meetings will be an organised collection at the Picture Palaces, &c., to provide money for a "Leeds Bed" in one of the Serbian Hospitals. The arrangements for this are kindly being undertaken by Mr. and Mrs. Hoggett.

SHEFFIELD.—As a result of Mrs. Shaw Maclaren's meeting in July, a Flag Day has been arranged for Saturday next, when we hope to raise a substantial sum for the Serbian Hospitals. Several donations have already been received, and beds have been named for "Dr. Helen Wilson," "Sheffield High School for Girls," and "Sheffield Citizens" (two beds for twelve months).

Gateshead.

A meeting of the Suffrage Society was held on September 8th at 4, Carlton Terrace, Low Fell, by kind invitation of Miss Temperley, being the first of a series of four monthly meetings of an educational character which it is proposed to hold before Christmas. Miss Tooke, of the Gateshead National Insurance Committee, gave an address on "Women under the Insurance Act." She dwelt on the perverse attitude taken up in the recent report of the Departmental Committee, where it is constantly assumed that women must somehow be to blame for the fact that there is so much more illness among them than was anticipated. She noted that the Committee seemed much more troubled by the cost of this sickness than by the causes of it, of which she had much to say. She explained the difficulty of giving a name to certain female diseases, though some societies refuse payment when the certificate is vague, and cases have occurred where respectable women have been insulted by male officials on no better evidence than a vague certificate. Another hardship to women is that when on the funds they may be fined for doing housework. An animated discussion followed Miss Tooke's address, several members giving cases from their personal experience. The following resolution was proposed by Mrs. Dunn, seconded by Mrs. Harding, and carried unanimously:—

"That this meeting protests against the National Insurance sickness certificates of women being submitted to male officials; and also urges that only women officials should be employed as sickness visitors for women."

The Secretary was instructed to forward this resolution to the Secretary of the Departmental Committee on the National Insurance Act and to Miss Mona Wilson, a member of that Committee. The meeting then broke up.

FORTHCOMING MEETINGS.

Paddington—8, Hatherley Grove, Westbourne Grove (by kind permission of Messrs. William Owen, Ltd.)—**Working Party** for London Units of the N.U.W.S.S. Scottish Women's Hospitals. Every day, 11 a.m. to 4 p.m.

Blackheath Sewing Party for Scottish Women's Hospital—Tuesday, 2 to 6, at 8, Shooter's Hill Road—Hostess, Mrs. Monk.

South Kensington—Belgian Hostel, 1, Argyll Road—**Working Party** for London Units of the N.U.W.S.S. Scottish Women's Hospitals. Every Tuesday and Friday, 3 to 6.30 p.m.

Huddersfield—**Sewing Meetings will be held at the Office, 41, Spring Street, every Tuesday afternoon, from 2.30 p.m.**

SEPTEMBER 29.

Bristol—40, Park Street—Working Party. 3 p.m.

Hornsey—"Newlyn," Hornsey Lane—Drawing Room Meeting for the N.U.W.S.S., Scottish Women's Hospitals—Hostess, Mrs. Hosford—Speaker, Miss Kathleen Burke. 3.30 p.m.

SEPTEMBER 30.

Sunderland—Tea Room of the Fawcett Street Café—Business of the Meeting—(1) to complete the collection of the Society for the N.U.W.S.S., Scottish Women's Hospital and to announce the result; (2) to inaugurate a series of meetings dealing with "International Problems."—Introductory address to be given by Mr. F. F. Perris—Chair, Mrs. Eyres. 7.30 p.m.

THE NATIONAL UNION.

ACTIVE SERVICE FUND.

I enclose Cheque / Postal order for £ : s. d. for relief and educational work organised by the National Union of Women's Suffrage Societies in connection with the war.

Name _____
(Mrs., Miss, Esq., or other Title.)

Address _____

Cheques to be made payable to the Hon. Treasurer, Mrs. Auerbach, crossed London County and Westminster Bank, and sent to the N.U.W.S.S., Parliament Chambers, 14, Great Smith Street, London, S.W.

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